

MINUTES

COMMISSION ON CLASSIFIED STAFF AFFAIRS

August 13, 1985

Present: Tom Kasperek, Diane Haselton, Gary Pringle, Marty Koldyke, Joyce McCormick, Pat Padgett, Mary Ann Eddy, Alice Allen, Joyce Barrett, and Janet Olbon

Absent: Gary McCombs, Martin Fowler, Ron Herrin, Paul Gable

Gary Pringle called the meeting to order and asked for corrections or additions to the minutes. A motion to accept the minutes as written was made by Gary Pringle and seconded by Tom Kasperek.

Gary Pringle announced the new committee assignments that were made by the Executive Committee.

COMMITTEE REPORTS:

Marty Koldyke, past chairman of the welfare committee, reported on the library fine situation. Everyone reviewed the draft memorandum to Joseph Boykin which Mr. Koldyke had written. There were a few suggested changes. Mr. Koldyke further reported that there was a library committee that makes policies for the library, but he was not sure how active it was. He will make the suggested changes in the memorandum. The overall opinion of the Commission was that the library policies should be equal for all employees.

Marty Koldyke mentioned that the daycare questions were still pending at the President's Council.

There were no further committee reports.

OLD BUSINESS:

Gary Pringle reported that he had hand-delivered the response from the Staff Commission on the Faculty Senate's resolution concerning changes to the Faculty/Staff meetings to President Cox. He further reported on the Executive Committee's meeting with Larry Bauer. Larry Bauer assured the committee that there was no malice intended in the faculty's resolution. Gary Pringle encouraged the Commission to attend the President's Council meetings, held the last Friday of each month, at 3 p.m., in the Student Senate chambers. He will give the Commission members a copy of this agenda.

Gary Pringle discussed the parking situation and stated that these questions had been sent to the Traffic and Parking Committee. The Traffic and Parking Committee thanked the Commission for their concerns but made no indication that any action would be taken on our suggestions.

Minutes

Commission on Classified Staff Affairs

August 13, 1985

Page 2

NEW BUSINESS:

Pat Padgett reported on a Faculty Senate Welfare Committee meeting she had recently attended, in which Ron Herrin spoke on employee benefits. Mr. Herrin mentioned that employees would be offered an HMO in September, 1985. He had encouraged people from 40-45 years of age to attend the pre-retirement seminars offered by the Personnel Department. He also spoke on annuities. He mentioned that the University was self-insured. At this time, Ray Thompson joined the Commission meeting and explained that retirement fell under the Personnel Department. He explained how the retirement system works and answered several questions on retirement.

Ray Thompson invited the Commission members to attend one of the sessions of the New Employee Orientation held the Friday after each payday in the Student Senate Chambers at 8:15 a.m. Also, he invited the members to attend the EPMS/Progressive Discipline Workshop for Supervisors to be held on August 26, 1985, at 9:30 a.m. and 1:30 p.m., in the Student Senate Chambers. Members will need to call the Personnel Office (3357) to pre-register for either of these meetings.

Gary Pringle stated that there had been very little mail in the Commission's P. O. Box, and that Alice Allen will check the box periodically.

Gary Pringle had several announcements. He mentioned a letter of complaint received by the Commission concerning the swimming pool hours at Fike. He showed this letter to President Cox to be brought before the President's Council. It was announced at the last Council meeting that there will be a review of Fike's policies.

Some Commission members did not feel that Gary Pringle should have broken the confidentiality by revealing the person's name who wrote the letter, especially before it was brought to the Commission. Gary Pringle explained that the President and his secretary were the only ones who saw the name. He also reminded the group that the Commission is an advisory group to and appointed by the President. He did not feel that he should have kept the letter from the President. There was further discussion, and some members still felt that Gary Pringle should have come to the Commission first.

Gary Pringle told the Commission that the University would be changing to a Friday payday effective October 4, 1985. A letter of explanation will go to all employees. The Commission was also asked to keep this very confidential.

Gary Pringle mentioned that Vice President Bush would be on campus on November 8, 1985, from 9:30 a.m. to 10:30 a.m., for the groundbreaking ceremony for the new Thurmond building. This will be promoted on campus to insure a good turnout.

After a motion, the meeting was adjourned.



Aug 13, 1985
Minutes are
attached.

PHYSICAL PLANT
Division of Business & Finance

August 30, 1985

MEMORANDUM TO: COMMISSION ON CLASSIFIED STAFF AFFAIRS

FROM: C. Gary Pringle, Chairman

I have one last note about the letter concerning Fike Recreation Center which I turned over to the President.

At our last Executive Committee meeting I was relaying to the group what we had talked about at the August meeting since Alice Allen and Ron Herrin had not been present.

When I got to the part about the Fike letter, Ron interrupted me to remind me that he and I had in fact met and discussed what to do about the letter. At the time, Ray Thompson was in the hospital and, of course, Jane Kidd had left the university. Ron and I were all the members on the Executive Committee at the time.

I guess I forgot about discussing the Fike letter with Ron because it was the only piece of mail we got that month and we had also discussed other things unrelated to Staff Commission matters.

I apologize to all of you because our discussion of my wrong doings took up time that was already running too long.

I don't guess I can apologize to myself for forgetting something that would have changed my wrong doing to innocence.

Ron even said he thought he was the one who first said that the letter should go to the President because it concerned a policy between the Athletic Department and the Intramural Department.

C. Gary Pringle

CGP:mje

PHYSICAL PLANT DIVISION



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CLEMSON
UNIVERSITY
CLEMSON UNIVERSITY

VICE PRESIDENT FOR STUDENT AFFAIRS
AND DEAN OF STUDENTS

August 29, 1985

MEMORANDUM TO: Mr. Gary Pringle
Commission on Staff Affairs

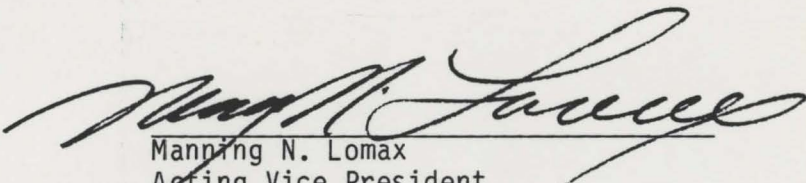
SUBJECT: Memorandum Dated June 17, 1985 --
Availability of Natatorium for Faculty and Staff

Recently President Cox asked that I look into the suggestion reflected in the memorandum mentioned above that the natatorium in Fike Recreation Center be made available to University faculty and staff Fike members during the period 4:30 p.m.- 6:30 p.m. Monday through Friday. The following represents my findings and hopefully will satisfy some of the concerns expressed to the Commission on Staff Affairs.

When Fike Recreation Center was completed in 1975, it was determined that hours would be set aside for use of the swimming team and during that time non-team members would not have access to the pool. Considering class schedules and requirements for study and various student meetings at night, it was determined that the period 4:00 p.m. until 7:00 p.m. would be the appropriate time frame during which the team would use the facility. Several years later the swimming coach was approached by a group of parents from the Clemson community who expressed an interest in organizing an aquatic team which would compete in AAU meets. The swimming coach recognized that such a program would help stimulate interest in competitive swimming throughout this section of the state, possibly increase fan support of Clemson meets and serve to enhance Clemson's overall swimming program. With this in mind, he approached the administration, requesting that he be allowed to serve as coordinator for this group and that they have access to the natatorium. The administration agreed with the understanding that the group would use the facilities only during the time set aside for use by the Clemson team. Since that point, the program has continued under this agreement. I know that it may appear to visitors that the youth group has exclusive use of the pool one hour each day but, in reality, there are members of the Clemson team who work out individually, swimming laps, etc., during that same time frame. Organized team practice takes place during the two hours when the youth group does not have access to the facilities.

The agreement with the head swimming coach for the use of Fike by the aquatic group will, henceforth, be on an annual renewal basis with appropriate use fees paid to the University and will only cover the fall and

spring semesters. Therefore, faculty and staff who are members of Fike will find that next summer they will have the opportunity to swim during the period immediately following work as requested in the memorandum.



Manning N. Lomax
Acting Vice President

MNL/me

cc: President Walter T. Cox
Dr. James Pope
Mr. Dwight Rainey
Mr. Bob Boettner

- M E M O R A N D U M -

TO: Commission on Classified Staff Affairs

FROM:

DATE: June 17, 1985

QUESTION: Why can the Fike pool not be made available to faculty and staff immediately following work hours?

The Fike pool is available to faculty/staff members between the hours of noon and 4:00 p.m. and again from 7:00 p.m. to 8:00 p.m.

The noon to 4:00 p.m. slot is not practical because more than the one-hour lunch break is required in order to allow time for travel to and from Fike, to dry hair and to reapply makeup. Neither is the 7:00 p.m. to 8:00 p.m. slot practical because after driving home, preparing dinner, etc., returning to campus to swim takes tremendous extra effort not to mention extra gasoline, auto wear-and-tear, etc.

The pool is currently reserved during the 4:00 p.m. to 7:00 p.m. time slot for the swim team. The problem is, the swim team using the pool during that time frame is not the University swim team. That particular swim team is composed of less-than-college-age youngsters...in fact, many are of elementary school age.

I do not wish to deny these young people the use of the pool, my request is simply to have the pool reserved for faculty/staff members from 4:30 p.m. till 6:30 p.m. in order that one could leave work, swim, and then go home...a normal, orderly progression.

Thank you for any help you can provide in obtaining a bit of prime time for the faculty and staff. Even prime time on alternating days would be most welcome.

PHYSICAL PLANT DIVISION
DRAFT AUG 20 3 33 PM '85
CLEMSON UNIVERSITY

August 14, 1985

DRAFT

MEMORANDUM

TO: Joseph F. Boykin, Jr.
Director of Libraries

FROM: The Commission on Classified Staff Affairs

SUBJECT: Policy on Materials Returned Late

It has been brought to the attention of the Commission that the attached fines assessment policy appears to discriminate against classified staff members in that other University employees are exempted from paying fines. It is the feeling of the Commission that University policy should apply equally to all employees.

Thank you for considering this concern.

C. Gary Pringle, Chairman

enclosure - fines assessment policy

cc Pres. Cox
DEAN MAXWELL